



State of California  
**Employment Training Panel**

Training Proposal for:  
**Telirite Technical Services, Inc.**  
Agreement Type: **Small Business**  
Agreement Number: **ET09-0324**

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **San Francisco Bay Area**

Analyst: A. Nastari

**CONTRACTOR:**

- Type of Industry: Manufacturing:  
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees
  - *California:* 22
  - *Worldwide:* 22
  - *Number to be trained:* 16
- Turnover Rate: 5%
- Repeat Contractor: ☐ Yes ☒ No

**CONTRACT:**

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$23,296
- In Kind Contribution: \$24,384
- Average Cost per Trainee: \$1,456
- Post Retention Wage: \$14.02
- Health Benefits: \$1.45 per hour
- Occupations to be Trained: Assemblers; Finance Staff; Managers; Owner; Quality Control Staff; Purchasing Staff; Sales Staff
- Training Menu:
  - ☒ Business skills ☐ Literacy skills
  - ☐ Commercial skills ☐ Management skills
  - ☒ Computer skills ☒ Manufacturing skills
  - ☒ Cont. Improvement ☐ Other:
- Range of Hours: 8-70 Weighted Average: 56
- Multiple Job Numbers: ☐ Yes ☒ No

- County(ies) Served: Alameda
- Union Representation: ☐ Yes ☒ No
- Subcontractor: Jeffery Lim of Fremont will deliver training in Continuous Improvement skills at a cost of \$4,000.
- Third Party Services: None

## **INTRODUCTION**

Telirite Technical Services, Inc. (Telirite) is a contract manufacturer that provides thru-hole surface mount, boxbuild assemblies, and testing services. Located in Fremont, Telirite's customers consist of healthcare and electronic consumer products; feedback/touch sense technology; military contracts; and networking industries. Telirite has been found eligible for ETP funding as a manufacturer.

In July 2007, Telirite became ISO9001:2000 certified, which was essential in order to meet customers' requirements. This newly acquired certification positions the company for expansion possibilities throughout various industries. However, in order for the company to meet its new goals, Telirite must fully train its workforce in ISO processes and documentation responsibilities driven by ISO Certification auditing practices. Once the company has implemented ISO processes, it will be able to move toward other required certifications such as IPC-A-610 *Acceptability of Electronic Assemblies*, a widely used standard in the electronics industry and the International Traffic in Arms (ITAR) which are the United States regulated processes that control the export and import of defense-related articles for military contracts.

Telirite's management team developed a training plan based on a company-wide assessment. ETP funds are needed to deliver training in: business skills to address additional customer issues and project management; computer skills needed for the documentation and tracking of ISO processes; continuous improvement for the various certification requirements; and implementation of the processes, quality concepts, and hazardous materials compliance; and manufacturing skills in equipment operation, assembly procedures, manufacturing practices, and cross-training in production skills.

## **RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal because it will assist this small business in expanding into various industries thereby providing secure employment for its workers.